



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

November 18, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of November 17, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 365 employees at KDMC. Of this number, 187 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed seven cases and have opened four additional cases. As a result, our open caseload is currently 66 (detailed summary information is contained in Attachments I and II). There have been no new cases opened this week involving physicians or nurses.

RECRUITMENTS

Three new nurses were hired (one Staff Nurse for OB/GYN, one Relief Nurse for Labor & Delivery and one Relief Nurse for the Emergency Room). Two nurses were promoted (one Supervising Staff Nurse I for Telemetry and one Supervising Staff Nurse I for the Operating Room). One Psychiatric Technician I was also hired for the Department of Psychiatry.

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The new Chief Operating Officer (Associate Hospital Administrator II) has been selected and is scheduled to start work on Monday, December 5, 2005. In addition, a job offer has been accepted by a candidate for the Director of Case Management (Assistant Nursing Director, Administration), pending negotiation of a start date.

During the past week, Nurse Recruiters attended job fairs for nursing programs at Cerritos College, El Camino College, Harbor College, Cypress College and Santa Monica College.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf
Kae Robertson

H:KDMCSTATUSMEMO Final11/18/05

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 11/17/05

Dated: 11/17/2005

Closed Cases -	677
Open Cases -	66
Referred Cases -	14
Grand Total =	757

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	2	28	0	22	61
Discharges of Probationers	0	5	5	1	6	17
Suspensions (6 - 30 Days)	3	10	41	4	23	81
Suspensions (1 - 5 Days)	7	7	20	1	13	48
Reprimands	5	1	20	2	13	41
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	29	6	7	70
Release of Temporary Employee	9	1	23	0	5	38
Medical Release	0	0	0	0	1	1
Subtotal	52	36	167	17	93	365

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	22	8	35	43	26	134
Total Actions Taken	74	44	202	60	119	499

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**
Period: 01/26/04 – 11/17/05

Dated: November 17, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	20	1	1	22
Total of Action Taken	64	8	2	74